

## COLLEGE GRADING CALLED INACCURATE

Ben D. Wood of Columbia  
Points Out Glaring Faults  
in System.

## REMEDIES BEING SOUGHT

Old Type of Examination to Be  
Discarded as Archaic  
and Unfair.

Does the student who is informed by his instructor that he must repeat the course because he has failed two points below the passing grade really get fair treatment? Dean Hawkes of Columbia University is frankly skeptical, and through his assistant reports that college grades and high school marks in this country are notoriously inaccurate and unreliable. An investigation now being made at Columbia shows the futility of the existing system of measuring college work.

Glaring faults in the giving of marks prevail generally in American colleges, says Ben D. Wood, assistant to Dean Hawkes. The old type of examination, he declares, has been found archaic and unfair and must be thrown overboard. The investigators at Columbia propose to substitute a method which takes account of the mental measurement and which makes use of modern technical devices.

Results of careful inquiry in numerous colleges and high schools showing the manner in which marks are distributed to pupils varies enormously from teacher to teacher and from school to school. In one test a final examination paper in first year high school English was graded by 142 teachers in 142 high schools. The paper was marked all the way from 44 to 98 per cent. Another paper of the same kind was rated by the same teachers and the marks ranged from 50 to 98.

A final examination paper in American history was graded by seventy teachers; one assigned it a grade of 42 and another 90; a dozen others rated it as 80 or above, and another dozen scored it as below 55. A final paper in geometry, marked on the basis of 100 as perfect, received a grade as low as 28 and one as high as 92.

Results not unlike these were obtained in such universities as Cornell, Harvard, University of Wisconsin, University of Wisconsin and Marquette. They tended to show that the present marking system is thoroughly unreliable, even in the hands of undoubtedly competent and careful instructors. Mr. Woods adds:

"A measuring device which in the hands of one competent person gives the length of an object as 32 feet, and in the hands of another equally competent person indicates that the length of the same object is only 28 or 30 or 40 feet, cannot be relied upon for any purpose."

Columbia University authorities found conditions so grave that for the past year exhaustive studies have been carried on in an effort to rid education of the evils of the present marking system. The results of the mental tests which are used as a part of the examination for admission have been correlated with the work of the students during their freshman year.

The comparison of the results of the mental tests with the grades given by the individual instructors shows that the correlation is only 65 per cent. "This," says Dean Hawkes, "is a generalization made from 1,000 cases, and one wonders at the confidence with which an instructor informs the trembling student that his mark is 1 or 2 per cent. below the passing grade and that he must therefore spend another year in the study of the subject."

"The only saving grace in the situation is the probability that if the young man's work is seriously under criticism it will do him no harm to repeat it. But it is likely that many others should also be asked to proceed with the next course by the loose and inaccurate system of grading."

"Not only is the present system of grading unsatisfactory on account of the variations due to the personal equation, but also owing to the fact that there is no agreement, even among members of the same department in the same institution, as to what they are trying to measure. While the system is used to use and where the zero point are placed."

During the coming year, Dean Hawkes says, Columbia proposes to make a vigorous attack upon the whole problem of grading students.

## ERECT A MONUMENT TO THE BOLL WEEVIL

## Alabama Planters Appreciate Its Ravages.

Enterprise, Ala., Dec. 24.—The first monument to the boll weevil—its great enemy of cotton—has just been erected here.

Coffee county planters, expressing "profound appreciation" for the ravages of the cotton enemy, have erected a beautiful bronze fountain in the heart of the business district here. It is a monument to the foe that conquered the county, it is explained, and then pointed the way toward prosperity and new hopes.

Growers of cotton who favored the erection of the monument to the weevil declared that the cotton enemy had been a blessing in disguise. "A blow to the weevil brought about diversification of crops and thereby established a new era in the South."

The inscription on the fountain reads: "In profound appreciation of the Boll Weevil and What It Has Done as the Herald of Prosperity This Monument Is Erected by the Citizens of Enterprise, Coffee County, Alabama."

The one crop South has become as a result of the terrible ravages of the weevil an agricultural country which in the future will become self-sufficient according to the Coffee county planters, who have adopted the slogan "A Blow to a Plow." The disease of cotton has been effectively checked by the advent of the weevil, and new conditions brought about which mean future growth and agricultural prosperity.

## INTERNATIONAL PAPER TO DO NEW FINANCING

## Plans Scale of \$12,500,000 in 5 Per Cent. Bonds.

The International Paper Company has set on foot a plan to do new financing for the sale to a syndicate of bankers headed by the Chase Securities Corporation and the Bankers Trust Company of \$12,500,000 of its first and refunding 5 per cent. bonds, according to reports yesterday in investment banking circles. The plan is, it is understood, to offer them early this week.

The last previous financing by the company was in 1917, when some of these thirty year 5s to an amount close to \$7,500,000 were distributed. The purpose of the financing is in part to reduce the heavy debt and provide for expansion and new construction. The bonds are secured by all of the company's property.

## GOLDENRULE BRINGS GOLD TO BIG PLANT

Directors Try to Conduct  
Birmingham Iron Works  
as Christ Would.

## WORKERS ALL SATISFIED

Year Round Jobs, No Layoffs  
or Short Time, No Cuts in  
Pay Is Policy.

Special Dispatch to THE NEW YORK HERALD. BIRMINGHAM, Ala., Dec. 24.—Directors of the American Cast Iron Pipe Company of Birmingham were in annual session. Routine business had been disposed of and the time for the election of officers had come. A member arose and proposed the name of John J. Eagan, prominent in business, philanthropy, and in reform projects in the South. Born with the silver spoon in his mouth he had increased his fortune by wise investments and sage business deals, and had become known as a leader in all movements for the betterment of his fellowman.

Mr. Eagan was unanimously elected president of this great concern, one of the largest and the most prosperous in the south, and one marked by the good will evident always between employer and employee.

Then another member took the floor to propose that from this time on it be formally made a platform of the company that employer and employee:

"Do unto others as you would have them do unto you. Follow in the footsteps of Christ."

## Motion Unanimously Adopted.

There was mild surprise only expressed as the motion was seconded. There were no questions as to its wisdom. There was only the motion to adopt and the second. The vote in its favor was unanimous. And when this most unusual action of the company directors became known, it seemed to embarrass the new president that he was called upon to explain and almost defend the new standard of action.

"I don't see why anybody should feel that it is unusual, this action of ours," he said, "and I really don't like to talk about it. The directors didn't care to have this platform advertised. It didn't mean anything to them, because that is what we have been doing in reality all the time. All the platform meant was a mere formality."

"I wouldn't even talk about it if it were not for the fact that it is possible other business concerns may read about it and think it worth while imitating. It's for that reason more than anything else that I am willing to discuss the matter with THE NEW YORK HERALD. Otherwise it would mean nothing, for we have never advertised the benefit of our plan. And advertisement really cannot help us."

THE NEW YORK HERALD reporter wanted to know if the Lord had helped the company after its decision to let Christ be the guiding spirit of the concern.

Mr. Eagan was positive on this point. He asserted his belief that it was largely due to the favor in which the Lord held this plan of cooperation that the company had prospered during what had proved a hard and difficult year for other concerns.

He stated it as his belief that one of the things most necessary in a concern run after the manner of the teachings of Jesus Christ is that every employee get continuous employment even if the employer managed to make no profit.

"Not that Mr. Eagan is doubtful of help in this point. He is really and honestly convinced that Christ will help those who aid others and that in the last analysis the spirit of Jesus is predominant in all men. He believes that all who are fair and square in business dealings—and that is all he believes Christ would ask—will in the long run win over trickery. He believes in honesty."

He believes that employees, if they receive square and honest treatment, will treat the human wage and not like chattels, if paid wages as high as their value and company profits will allow, and if met man to man by the employer, will give the same sort of a deal. He believes this is the real and true solution of the labor-capital problem—a square deal. In the long run he is of the opinion that the employee is honest, can be appealed to through reason, doesn't want to get all the profits, and that through Christian dealing, common sense and an appeal to reason labor and capital may work side by side with profit to each.

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## IF CHRIST CONDUCTED PLANT.

Mr. Eagan pointed out two of the dominant ideas of the program of the teachings of Christ, as he understands them. One is that if Christ were to run a plant he would:

Give every man a living wage, one that would make him and his wife and children comfortable at least.

And this has been strictly followed in the Birmingham plant. All the year round the employees have worked full time and have earned it, and all the year round the plant has paid more than the standard scale. In other words, it has become a badge of distinction. Birmingham is proud to have it.

The company has provided the employees with a big Y. M. C. A. building, which has become a center of all their social activities. And it has grown to mean more than that. Now it has a staff of dentists, physicians, nurses and all kinds of experts.

It has been the aim of the company from the beginning to take care, in so far as is possible, of the social, physical and economic welfare of all its employees and to bring about a healthful spirit of cooperation and good will.

The company has believed that, with such a condition existing, strikes and other labor troubles will be obviated and that business production will not be interrupted. In the furtherance of this policy the company led the way in the formation of a mutual benefit association to care for employees when sick or disabled, and to arrange for the payment of their hospital bills. Also arrangements have been made for a pension plan taking care of those too old or disabled.

When he filed, October 5, 1918, the estate was worth \$11,184,160.47, the executors declared, and to this amount was added more than \$4,000,000 income from investments, sale of property and other sources.

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## RAILWAY WORKERS MANAGE OWN ROAD

Station Agent and Conductor  
Get Possession of the Bath  
and Hammondsport.

## ON VERGE OF DISSOLUTION

Once Prosperous Branch of the  
Erie Is Undergoing an  
Experiment.

Special Dispatch to THE NEW YORK HERALD. HAMMONDSPORT, N. Y., Dec. 24.—It is not the good fortune of many station agents and train conductors to step overnight into the jobs of managers and operators of a railroad that at one time was asserted to be the most profitable stretch of mileage in the United States. That, however, was the recent experience of W. G. Aber, station agent, and Leon Jaycox, conductor, on the Bath and Hammondsport Railroad in the Finger Lakes region of central New York.

The line is a subsidiary of the Erie system. It is but eight or nine miles in length and connects Hammondsport at the head of Lake Keuka with the main line roads at Bath. Messrs. Aber and Jaycox have been employed on it for years and probably never thought of assuming the responsibility for its operation until some country editor a year or so ago made the comment that if the Erie would turn the road over to one or both of them they could restore its waning prestige and finances.

Before the adoption of the Eighteenth Amendment and the enactment of the Volstead laws the Bath and Hammondsport Railroad carried thousands of tons of grapes from the 20,000 acres of vineyards that grace the hillides surrounding Lake Keuka. When the grapes were not in their original form they were traveled on the B. & H. in the form of sparkling wine from the Pleasant Valley and Urbana cellars. Keuka vineyards were claimed to be the only ones in America growing grapes that would make champagne approximating in flavor that of the famous French district of that name, and the cellars referred to held millions of bottles of this seductive beverage.

Aided by Airplane Business. As the airplane business conducted by Glenn H. Curtiss at Hammondsport gained prominence and the number of its employees ran up into the thousands, the business of the Bath and Hammondsport gained further impetus, both of passengers and freight. Perhaps the management grew a bit chafy over the very comforting appearance of the profits and loss pages of the ledger. If you wanted to enter or leave Hammondsport in those days you either rode on the Bath and Hammondsport, you walked or you hired a horse and wagon. If you wanted to ship anything you were in the same fix. It was the Bath and Hammondsport or nothing.

There were no regular bus lines and none of the local shippers owned motor trucks. If they had owned them the roads between Bath and Hammondsport were not conducive to economical transportation. The state was put through a few years ago. Perhaps as a consequence train schedules and stops were so arranged as to give a maximum of discomfort for any one desiring to leave or approach Hammondsport over anything but the Erie, and even connections with the parent line were nothing to brag about.

Soon there were buses running that connected with trains on both the Erie and the Lackawanna at Bath, and when the demands of the war for quick deliveries of airplanes and motors from the Curtiss factory forced the company to develop a line of motor trucks another deep cut was made into the revenues of the railroad.

With the signing of the armistice and the coming of prohibition the business of the B. & H. faded to less than the proverbial shadow of its former dimensions, and with the raising of railroad rates to a point which the brakemen who made two sixteen mile trips a day drawing down checks of approximately \$300 a month the appearance of the profit and loss page provided no joyful pride for the management nor for stockholders.

Business Still Is Available. Sources of business were not really lacking in Hammondsport. A population of some three thousand people still relied on it for their coal supply, which, at a rate of more than \$30 for hauling each carload eight miles down hill was not to be sneezed at, for their food, furniture and other necessities. Glenn H. Curtiss, L. J. Seely and some others soon organized a company to take over the former airplane and motor factories and this concern provided a considerable tonnage, while the grape growers continued to go out by rail, though not packed in bottles as of yore.

But the former patrons of the line had learned that they could get quicker action and better service by automobile, truck and bus than the B. & H. seemed able or willing to afford them, and business for the railroad had dwindled to a point where the abandonment of all service was threatened when the idea of leasing the road to Messrs. Aber and Jaycox was broached. They appreciate better than a foreign management the demands of local conditions and they believe they can give better service at a lower operating cost than the present records show.

So now the former agent and conductor are running the trains, employing train hands, section hands, etc., and are the real bosses of the railroad. They expect to revise the present running schedules so that the trains can be used to some advantage by the traveling public. They have been in the service long enough to have a good idea why the B. & H. under the old management was rapidly falling and they are confident enough of final success to take full responsibility for operating the road. Can the employees succeed as managers where trained railroad executives have "thrown up the sponge?"

Martin Vogel, Assistant Treasurer of the United States in charge of the New York Sub-Treasury during the war, has accepted the chairmanship of the Woodward Wilson Foundation Committee for the Twenty-fourth Congressional District, comprising part of Westchester and The Bronx. It was announced yesterday by James W. Gerard, chairman of the New York State committee.

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Use the  
A. & S.  
Crossway

ABRAHAM AND STRAUS INC.  
TELEPHONE  
BROOKLYN  
MAIN 6100

Store  
Hours  
9 to 5:30

This Merchandise Will Be On Sale Tuesday  
STORE CLOSED MONDAY—CHRISTMAS DAY

# End-of-the-Season Clearance WOMEN'S AND MISSES' APPAREL

At Reductions Rarely Prevailing at This Season

An annual event in which all the A. & S. Apparel Sections participate. Every garment offering in this clearance has been taken from regular stocks and represents a saving on the most wanted apparel just

at a time when women want it for mid-winter wear. The reductions have been most drastic, a fact that will demand women's immediate action if interested in any particular garment.

## Women's Finer Dresses

Beautiful dresses—the smartest modes of the season, and certainly the loveliest fabrics—are drastically reduced in price in this end-of-the-year clearance.

|   | Formerly | Clearance |
|---|----------|-----------|
| 1 Navy Wool Piquette Dress                                      | \$95.00  | \$69.95   |
| 1 Navy Poret Twill, with Fuchsia embroidery                     | 98.50    | 79.50     |
| 1 Navy Wool Street Dress, with red trimming                     | 115.00   | 89.50     |
| 1 Street Dress of Brown Wool, embroidered                       | 129.50   | 98.50     |
| 1 Dress of Navy French Serge, purple trimming                   | 119.50   | 79.50     |
| 1 Dress of Black Wool Piquette, combined with crepe satin       | 119.50   | 89.50     |
| 1 Afternoon Dress of Black Canton Crepe with gold embroidery    | 149.50   | 89.50     |
| 1 Afternoon Dress of Black Canton Crepe with colored embroidery | 125.00   | 79.50     |
| 1 Afternoon Dress of Brown Canton Crepe, beaded                 | 132.50   | 89.50     |
| 1 Afternoon Dress of Black Velvet and Georgette, embroidered    | 215.00   | 139.50    |
| 1 Afternoon Dress of Brown Duvelty and Canton Crepe             | 125.00   | 89.50     |
| 1 Afternoon Dress of Black Canton Crepe with sapphire beading   | 129.50   | 89.50     |
| 1 Afternoon Gown of Mourning Crepe                              | 135.00   | 89.50     |
| 1 Afternoon Dress of Black Brocade Canton Crepe                 | 110.00   | 79.50     |
| 1 Afternoon Dress of Beige Canton Crepe with Black embroidery   | 139.50   | 89.50     |
| 1 Black Velvet Evening Gown                                     | 225.00   | 115.00    |
| 1 Sapphire Velvet Evening Gown                                  | 159.50   | 129.50    |
| 1 Afternoon Dress of Fuchsia Velvet and Canton Crepe            | 125.00   | 98.50     |
| 1 Dinner Gown of Navy Velvet, Brocade trimming                  | 175.00   | 125.00    |
| 1 Evening Gown of French Blue Chiffon over silver               | 215.00   | 174.50    |
| 1 Evening Gown of Black with Blue Spangles                      | 135.00   | 110.00    |
| 1 Dinner Gown of Beaded Black Canton Crepe                      | 179.50   | 125.00    |
| 1 Dinner Gown of Fuchsia Chiffon, brocade and ribbon trimmed    | 189.50   | 125.00    |
| 1 Dinner Gown of Black Crepe Romaine                            | 139.50   | 110.00    |
| 1 Dinner Gown of Black Georgette with crystal beads             | 169.50   | 110.00    |
| 1 Dinner Gown of Fuchsia Velvet with Black lace                 | 149.50   | 110.00    |
| 1 Dinner Gown of Red Crepe Romaine                              | 145.00   | 98.50     |

## Women's Dresses at \$18.95

Some odd lots of various styles—seldom more than a few of a kind—that have been selling from \$29.50 to \$39.95 heretofore.

And, added to this reduction, a special purchase of dresses—at the same price. Frocks of Taffeta, Wool, Satin, Canton Crepe and Crepe Weave, sizes 36 to 44, with dark navy, black and brown predominating in the colors.

## Misses' Afternoon Dresses

A little grouping of a limited quantity of the prettiest dresses of the season for the younger set.

|                           | Formerly | Clearance |
|---------------------------|----------|-----------|
| 6 Brocade Velvet Dresses, | \$98.50  | \$79.50   |
| 1 Brocade Velvet Dress,   | 79.50    | 69.50     |
| 2 Brocade Velvet Dresses, | 75.00    | 69.50     |
| 6 Brocade Velvet Dresses, | 55.00    | 49.95     |

## Misses' Winter Suits

Cleverly developed from such excellent fabrics as velvetyne, panvelaine, moussyne, duvet de laine and ermine. 28 of these suits have fur collars of flying squirrel, beaver, nutria, opossum and mole. 16 suits have smart collars of self material.

|           | Formerly         | Clearance |
|-----------|------------------|-----------|
| 3 Suits,  | \$92.50          | \$49.95   |
| 22 Suits, | 54.50 to \$67.50 | 49.95     |
| 19 Suits, | 37.50            | 19.95     |

## Misses' Fur-collared Coats

In a good selection of panvelaine, valvura, cordona, Normandy, trimmed with squirrel, caracul, beaver, fox, wolf, skunk, opossum and moire. Included are a few models with fur cuffs.

|            | Formerly         | Clearance |
|------------|------------------|-----------|
| 100 Coats, | \$48.50          | \$39.50   |
| 35 Coats,  | 59.50            | 49.95     |
| 47 Coats,  | 69.50 to \$85.00 | 49.95     |
| 11 Coats,  | 87.50 to 89.50   | 49.95     |

## Women's Wool and Silk Skirts

Over 400 of the season's most stylish skirts are marked in many instances at less than half-price.

|                      | Formerly          | Clearance |
|----------------------|-------------------|-----------|
| 58 Wool Skirts,      | \$7.95 to \$19.75 | \$4.95    |
| 76 Wool Skirts,      | 16.75 to 24.75    | 9.75      |
| 12 Velveteen Skirts, | 13.75 to 14.75    | 9.75      |
| 55 Silk Skirts,      | 18.75 to 29.75    | 14.75     |
| 36 Silk Skirts,      | 14.75             | 9.75      |

Also 200 All-